

CLAIMS

I claim:

1. A method for an improved career discovery tool, the method comprising the steps of:
providing a career profile recording sheet;
completing a career profile;
understanding personality themes; and
action planning and research.
2. The method of claim 1, wherein the step of completing a career profile further comprises the step of assessing values.
3. The method of claim 1, wherein the step of completing a career profile further comprises the step of assessing skills.
4. The method of claim 1, wherein the step of completing a career profile further comprises the step of assessing career interests.
5. The method of claim 1, wherein the step of completing a career profile further comprises the step of assessing personality themes.
6. The method of claim 1, wherein the career profile recording sheet comprises a four row by three column values array, a four row by three column skills array, a four row by two column careers array, and a four row by one column personality array, wherein each of the values, skills, and careers array rows are organized by a distinct personality

theme consisting of organizer, liberator, facilitator, and innovator, whereby each such array presents the four personality themes, wherein the values and skills array columns are organized by hierarchies consisting of highest, moderate, and lowest whereby each array presents the three hierarchies, wherein the careers array column consists of highest interest careers and resources, and wherein the personality array rows consist of most like me, secondary, third, and least like me.

7. The method of claim 2, wherein the step of assessing values further comprises the steps of;
providing an established value set;
establishing a hierarchy of values consisting of highest, moderate, and lowest;
considering each value from the values set;
placing each considered value into one of the three hierarchy of values until all values are so placed;
organizing the hierarchy of values by personality theme;
recording the results on the career profile recording sheet.
8. The method of claim 3, wherein the step of assessing skills further comprises the steps of;
providing an established skill set;
establishing a hierarchy of skills consisting of highest, moderate, and lowest;
considering each skill from the skills set;
placing each considered skill into one of the three

- hierarchy of skills until all skills are so placed; organizing the hierarchy of skills by personality theme; recording the results on the career profile recording sheet.
9. The method of claim 4, wherein the step of assessing careers further comprises the steps of; providing an established career set; establishing a hierarchy of careers consisting of highest, moderate, and lowest; considering each career from the careers set; placing each considered career into one of the three hierarchy of careers until all careers are so placed; organizing the highest interest careers by personality theme; recording the results on the career profile recording sheet.
10. The method of claim 5, wherein the step of assessing personality themes further comprises the steps of; providing an established set of four personality themes; considering each personality from the personality themes set; ranking each personality theme according to the user's overall impressions of the theme in relation to the user's self-assessment; assigning four points to the personality theme the user deems to be most like themselves; assigning three points to the personality theme the user deems to be secondarily most like themselves;

assigning two points to the personality theme the user deems to be thirdly most like themselves;
assigning one point to the personality theme the user deems to be the least like themselves; and
scoring the results on the career profile recording sheet.

11. The method of claim 10, wherein the personality themes consist of organizer, liberator, facilitator, and innovator.

12. The method of claim 11, wherein completing a career profile further comprises the steps of:

providing a scoring sheet comprising a four row by six column array wherein each row represents a distinct personality theme consisting of organizer, liberator, facilitator, and innovator, and wherein columns consist of personality themes, values, skills, careers, personality, and total overall score;

transferring the results for values assessment from the career profile recording sheet to the scoring sheet values column;

transferring the results for skills assessment from the career profile recording sheet to the scoring sheet skills column;

transferring the results for career interests assessment from the career profile recording sheet to the scoring sheet careers column;

transferring the results for the personality themes assessment from the career profile recording sheet to

the scoring sheet personality column;
totaling the points for each personality theme row in the
scoring sheet total overall score column.

13. The method of claim 12, wherein the step of understanding personality themes further comprises the steps of:
providing personality snapshots;
reviewing descriptions of the personality snapshots;
matching personality snapshot descriptions with career profile results;
ranking personality themes according to dominant, secondary or combination categories; and
focusing on career opportunities consistent with the personality themes ranking.
14. The method of claim 13, wherein the step of action planning and research further comprises the steps of:
providing a roster of a plurality of possible careers within the user's personal personality themes ranking;
providing a roster of a plurality of possible industries within the user's personal personality themes ranking;
providing the user with contact person information within the career and industry rosters;
providing the user with networking suggestions within the career and industry rosters;
providing the user with sample informational interview questions within the career and industry rosters;
providing a ranking chart;

identifying a plurality of possible careers from the career roster;

identifying a plurality of preferred industries from the industries roster;

completing the research on career options and industries;

refining the research;

listing user's 3 - 6 highest values;

listing user's 3 - 6 highest skills;

listing user's top three values and top three skills in descending order on the ranking chart;

rating user's fit of careers to priorities; and

totaling the results to identify which career options best satisfy user priorities.

15. The method of claim 14, wherein the step of action planning and research further comprises the steps of:

providing an action plan format to the user;

providing the user's name on the action plan format;

providing the current date on the action plan format;

considering possible barriers to achieve user's career goals and objectives;

creating action plan lists within the action plan format to overcome the barriers;

entering the career goals into the action plan from the ranking chart;

listing steps necessary to achieve each career goal;

assigning a priority level to each step necessary to achieve

each career goal;
listing resources needed to achieve each step necessary to
achieve each career goal;
setting completion dates for each step necessary to achieve
each career goal;
implementing the action plan; and
modifying the action plan as necessary to achieve the goals
and objectives defined therein.

16. The method of claim 15 wherein the method is practiced using a data processing system comprising:
a memory storage device for maintaining a description of a plurality of value sets, skill sets, career interests sets, personality theme sets, and storing a plurality of user assessments of the various sets according to a predetermined methodology;
a processor coupled to the memory storage device, the processor being operative to:
reading the description of the value sets, skill sets, career interests sets, personality theme sets, and user assessments of these various sets;
display the value sets, skill sets, career interests sets, personality theme sets, and prompts relating to the predetermined methodology to a user;
generate sequential user prompts relating to the predetermined methodology;
display the prompts to the user;

retrieve user inputs in response to the prompts;
correlate and score user inputs;
determine career assessment result from the user
inputs, and
provide an overall career assessment result based upon
user inputs;
means for securely reading and storing assessment responses
from each of the users;
means for securely accepting users into the system;
means for securely processing collection and receipt of user
fees for the system;
means for directing user interest for additional information
to a selected data base;
means for securely generating and printing the overall
career assessment result for each user; and
memory for securely storing at least the user inputs, career
assessment result for each user.

17. The method of claim 16 wherein the user accesses the data processing system via the Internet.
18. The method of claim 16 wherein means for securely accepting users into the data system and memory storage device further comprises the steps:
system displaying request for user name and password;
user accepting entry into the system;
user entering one of (i) existing user name and password or
(ii) new user name and user email address;

system validating user name and password for existing users;
system storing email address in memory storage device and
generating password for new users;
system sending the user name and password to the new user
via email and terminating the application;
system allowing existing user to re-enter user name and
password if either or both are invalid;
system terminating application if existing user fails to
enter a valid user name and password on second try;
system identifying existing user entering a valid user name
and password; and
system restoring previous method step from memory storage
and displaying last viewed page to user.

19. The method of claim 16 wherein securely processing collection and receipt of user inputs including fees for the system further comprises the steps:
user connecting to the database using secure login;
system identifying the user name and password and accepting the user;
user inputting secure payment;
system securely storing user payment;
system approving user as paid up for use of method;
system securely presenting user selections to approved user;
user securely inputting choices according to the method of the invention;
system securely storing user inputs; and

system securely generating and presenting user reports
consistent with the method of the invention.

20. The method of claim 16 wherein the user accesses the data processing system via CD-ROM.
21. The method of claim 15 wherein the method is practiced using a kit comprising in combination:
an instructional workbook;
a highest card hierarchy marker;
a moderate card hierarchy marker;
a lowest card hierarchy marker;
the established value set further comprising at least 40 value set cards wherein each value set card provides a separate value characteristic with a colored symbol in the center of the card wherein the colored symbol has a distinct color and symbol relating to one of four personalities consisting of facilitator, innovator, liberator, and organizer;
the established skills set further comprising at least 64 skills set cards wherein each skills set card provides a separate skills characteristic with a colored symbol in the center of the card wherein the colored symbol has a distinct color and symbol relating to one of four personalities consisting of facilitator, innovator, liberator, and organizer;
the established career interests set further comprising at least 160 career interests set cards wherein each

career interests set card provides a separate career interests characteristic with a colored symbol in the center of the card wherein the colored symbol has a distinct color and symbol relating to one of four personalities consisting of facilitator, innovator, liberator, and organizer;

the established personality themes set further comprising at four personality themes set cards wherein each personality themes set card provides a separate personality theme consisting of facilitator, innovator, liberator, and organizer; and

whereby the user practices the method using the kit, a manual card sort, and manual results scoring for the completing a career profile step according to the method of the invention.

22. A computer system within a networked environment for an electronic career discovery tool for a plurality of users, the system comprising:
 - a memory storage device for maintaining a description of a plurality of values sets, skills sets, careers interests sets, personality theme sets, and storing a plurality of user assessments of the various sets according to a predetermined methodology;
 - a processor coupled to the memory storage device, the processor being operative to:
 - reading the description of the values sets, skills

sets, careers interests sets, personality theme sets, and user assessments of the various sets; display the values sets, skills sets, careers interests sets, personality theme sets, and prompts relating to the predetermined methodology to a user; generate sequential user prompts relating to the predetermined methodology; display the prompts to the user; retrieve user inputs in response to the prompts; correlate and score user inputs; determine career assessment result from the user inputs, and provide an overall career assessment result based upon user inputs; means for securely reading and storing assessment responses from each of the users; means for securely accepting users into the system; means for securely processing collection and receipt of user fees for the system; means for directing user interest for additional information to a selected data base; means for securely generating and printing the overall career assessment result for each user; and memory for securely storing at least the user inputs, career assessment result for each user.

23. The system of claim 22 wherein means for securely generating

and printing the overall career assessment result for each user includes:

means for providing an established set of four personality themes;

means for considering each personality from the personality themes set;

means for ranking each personality theme according to the user's overall impressions of the theme in relation to the user's self-assessment;

means for assigning a predetermined point level to each personality theme the user deems to be most like themselves;

means for assigning a predetermined point level to each personality theme the user deems to be secondarily most like themselves;

means for assigning a predetermined point level to each personality theme the user deems to be thirdly most like themselves;

means for assigning a predetermined point level to each personality theme the user deems to be the least like themselves; and

means for scoring the results.

24. The system of claim 22 wherein personality themes consist of organizer, liberator, facilitator, and innovator.
25. The system of claim 22 wherein means for securely generating and printing the overall career assessment result for each

user includes:

means for securely transferring the results for career interests assessment to a scoring sheet;

means for securely transferring the results for values assessment to the scoring sheet;

means for securely transferring the results for skills assessment to the scoring sheet;

means for securely transferring the results for personality theme assessment to the scoring sheet; and

means for securely providing the totaled scoring sheet to the user.

26. The system of claim 22 wherein means for directing user interest for additional information to a selected data base further comprises:

means for providing personality snapshots to the user;

means for user review of descriptions of the personality snapshots;

means for user to match personality snapshot descriptions with career profile results;

means for user to rank personality themes according to dominant, secondary or combination categories; and

means for focusing user on career opportunities consistent with the personality themes ranking.
27. The system of claim 22 wherein means for directing user interest for additional information to a selected data base further comprises:

means for providing a user with a roster of a plurality of possible careers within the user's personal personality themes ranking;

means for providing the user with a roster of a plurality of possible industries within the user's personal personality themes ranking;

means for providing the user with contact person information within the career and industry rosters;

means for providing the user with networking suggestions within the career and industry rosters;

means for providing the user with sample informational interview questions within the career and industry rosters;

means for providing the user with a ranking chart;

means for the user to identify a plurality of possible careers from the career roster;

means for the user to identify a plurality of preferred industries from the industries roster;

means for user to complete research on career options and industries;

means for user to refine the research;

means for user to list user's 3 - 6 highest values;

means for user to list user's 3 - 6 highest skills;

means for user to list user's top three values and top three skills in descending order on the ranking chart;

means for rating user's fit of careers to priorities; and

means for totaling the results to identify which career options best satisfy user priorities.

28. The system of claim 27 wherein means for directing user interest for additional information to a selected data base further comprises:

means for providing an action plan format to the user;

means for providing the user's name on the action plan format;

means for providing the current date on the action plan format;

means for user to consider possible barriers to achieve user's career goals and objectives;

means for user to create action plan lists within the action plan format to overcome the barriers;

means for user to enter the career goals into the action plan from the ranking chart;

means for user to list steps necessary to achieve each career goal;

means for user to assign a priority level to each step necessary to achieve each career goal;

means for user to list resources needed to achieve each step necessary to achieve each career goal;

means for user to set completion dates for each step necessary to achieve each career goal;

means for user to implement the action plan; and

means for user to modify the action plan as necessary to

achieve the goals and objectives defined therein.

29. A data processing system for career assessment, comprising:
computer processor means for processing data;
storage means for storing data on a storage medium;
first means for initializing the storage medium;
second means for processing data regarding career profiles;
third means for processing data regarding understanding
personality themes; and
fourth means for processing data regarding action planning
and research.
30. A data processing system a claimed in claim 29, wherein
first means further comprises:
means for inputting and storing on the storage medium a
plurality of values sets;
means for inputting and storing on the storage medium a
plurality of skills sets;
means for inputting and storing on the storage medium a
plurality of careers interests sets;
means for inputting and storing on the storage medium a
plurality of personality theme sets.
31. A data processing system a claimed in claim 30, wherein
second means further comprises:
means for verifying that the storage medium is correct by
retrieving from the storage medium the value
identifying the storage medium;
means for creating locations on the storage medium for

- inputting, storing, correlating, ranking, and totaling input data regarding:
- a user's values assessments;
- a user's skills assessments;
- a user's careers interests assessments; and
- a user's personality theme assessments.
32. A data processing system a claimed in claim 31, wherein third means further comprises:
- means for verifying that the storage medium is correct by retrieving from the storage medium the value identifying the storage medium;
- means for retrieving from the storage medium and providing the user with personality snapshots;
- means for retrieving from the storage medium and providing the user with descriptions of the personality snapshots;
- means for retrieving from the storage medium and providing to the user matching personality snapshot descriptions with career profile results;
- means for assisting the user to rank personality themes according to dominant, secondary or combination categories; and
- means for allowing the user to focus on career opportunities consistent with the personality themes ranking.
33. A data processing system a claimed in claim 32, wherein fourth means further comprises:

means for verifying that the storage medium is correct by retrieving from the storage medium the value identifying the storage medium;

means for retrieving from the storage medium and providing the user with a roster of a plurality of possible careers within the user's personal personality themes ranking;

means for retrieving from the storage medium and providing the user with a roster of a plurality of possible industries within the user's personal personality themes ranking;

means for retrieving from the storage medium and providing the user with contact person information within the career and industry rosters;

means for retrieving from the storage medium and providing the user with networking suggestions within the career and industry rosters;

means for retrieving from the storage medium and providing the user with sample informational interview questions within the career and industry rosters;

means for retrieving from the storage medium and providing the user with a ranking chart;

means for allowing the user to identify a plurality of possible careers from the career roster;

means for allowing the user to identify a plurality of preferred industries from the industries roster;

means for allowing the user to complete research on career options and industries;

means for allowing the user to refine the research;

means for allowing the user to list and input to the storage medium the user's 3 - 6 highest values;

means for allowing the user to list and input to the storage medium the user's 3 - 6 highest skills;

means for allowing the user to list and input to the user's top three values and top three skills in descending order on the ranking chart;

means for rating user's fit of careers to priorities;

means for totaling the results to identify which career options best satisfy user priorities; and

means for inputting and storing user totals data in the storage medium.

34. A data processing system a claimed in claim 33, wherein fourth means further comprises:

means for verifying that the storage medium is correct by retrieving from the storage medium the value identifying the storage medium;

means for retrieving from the storage medium and providing the user with an action plan format;

means for retrieving from the storage medium and providing the user's name on the action plan format;

means for retrieving from the storage medium and providing the current date on the action plan format;

means for retrieving from the storage medium and providing the user a roster of possible barriers to achieve user's career goals and objectives;

means for retrieving from the storage medium and providing the user action plan lists within the action plan format to overcome the barriers;

means for allowing the user to enter career goals into the action plan from the ranking chart;

means for allowing the user to list steps necessary to achieve each career goal;

means for allowing the user to assign a priority level to each step necessary to achieve each career goal;

means for allowing the user to list resources needed to achieve each step necessary to achieve each career goal;

means for allowing the user to set completion dates for each step necessary to achieve each career goal;

means for allowing the user to implement the action plan;

means for allowing the user to modify the action plan as necessary to achieve the goals and objectives defined therein; and

means for inputting and storing action plan data in the storage medium.